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A&I HRD BULLETIN

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Question From a State Agency?

What is the difference between an At-Will Employment Contract employee and an independent contractor?

Answer from HRD: The Internal Revenue Service considers people such as doctors, dentists, veterinarians, lawyers, accountants, contractors, subcontractors, public stenographers, or auctioneers who are in an independent trade, business or profession which they offer their services to the general public are generally independent contractors.

However, whether these people are independent contractors or employees depends on the facts in each case.

The general rule is that an individual is an independent contractor if the payer has the right to control or direct only the result of the work and not what will be done and how it will be done.

The earnings of a person who is working as an independent contractor are subject to Self-Employment Tax.

If you are an independent contractor, you are self-employed.

You are not an independent contractor if you perform services that can be controlled by an employer (what will be done and how it will be done). This applies even if you are given freedom of action. What matters is that the employer has the legal right to control the details of how the services are performed.

If an employer-employee relationship exists (regardless of what the relationship is called), you are not an independent contractor and your earnings are generally not subject to Self-Employment Tax.

However, as an employee your earnings may be subject to FICA (Social Security tax and Medicare) and income tax withholding.

Taken from www.irs.gov Independent Contractor Defined



Welcome



Susie - Susan Hoyt has joined A&I HRD. She has a background in Accounting and Human Resources. She moved to Wyoming with her Husband's work transfer over 10 years ago.

In June of 2005 she started working in the Financial Services group for WYDOT and most recently worked as a Senior Human Resources Associate. Susie will bring diverse knowledge that will complement her working with NEOGOV and reclasses in HRD Consultative Services section.

Susie was raised in North Dakota. She has lived in 3 states North Dakota, Nebraska and

Wyoming. She enjoys reading and walking. She has 3 children and 8 grandchildren with a new grandchild due any time.

Welcome to A&I Human Resources Division.

Mark Your Calendar/Training

Monday, April 6, 2015 Health Care Issues for HR Professionals. Ralph Hayes, Employees Group Insurance Manager, will speak at the April 6th, HR training. The meeting will be held in Room B-63 of the Herschler Building at 1:30 p.m. A separate email and registration link will be sent soon. Ralph will speak on current issues in application of ACA, health care metrics through the Leap Frog Survey and ways we can help our employees become better health care consumers. Karyn Williams will also share with us her work in the certification process for benefits professional.

Revised rules for Chapter 12 of the State Personnel Rules. The new chapter 8, Grievance and Appeals for Permanent Employees is available on the HRD website. Public comments will be accepted through April 30, 2015. A public hearing will be held on April 27, 2015, from 1:00 p.m. to 2:00 p.m. at the Herschler Building, Room B-63. Please submit written comments to Lori Eichheim at the HRD, 2001 Capitol Ave, Cheyenne, WY 82002

Friday, April 10, 2015, State Employee Compensation Commission The State Employee Compensation Commission has scheduled a meeting for Friday, April 10, 2015. The meeting will be held at 1:00 p.m. in the Herschler Building, 122 W. 25th Street, Cheyenne, WY in room B63. This meeting is open to all State employees and the Public. Personnel issues may be reviewed by the State Employee Compensation Commission per State Statute 9-2-1019(g).

The meeting will be held according to the Wyoming Administrative Procedures Act. If you wish to attend this meeting and you require reasonable accommodation or if an employee wishes to bring a personnel issue before the Commission please contact Lori Eichheim, A&I Human Resource Division, at [307-777-6727](tel:307-777-6727); fax [307-777-6562](tel:307-777-6562) or email lori.eichheim@wyo.gov no later than Friday, April 3, 2015. An Employee Request for Review form must be submitted to Lori Eichheim at least five (5) working days prior to the scheduled Commission meeting or no later than 5:00 p.m. Friday, April 3, 2015.

eLearning

Access to eLearning courses are available through the State of Wyoming A&I Human Resources Division website or directly through www.wyoingelearning.com. You can find all of the courses, instructions, and course keys, on this page. Matt Nagy has also added an FAQ page that can answer most of the routine questions.

Some titles include:

- ☐ Time Management ☐ Stress Management
- ☐ Ethics ☐ Wise Certificate
- ☐ Anti-Discrimination ☐ Dealing with Challenging Encounters in the Workforce

Please encourage your employees to take advantage of these training opportunities at no cost to your agency.

Certificates of completion can be printed at the end of each course.

Jobs Fairs

This is the time of the year for attending Job Fairs.

These job fairs can be a great place to inform job searchers about opportunities with the State of Wyoming.

A&I HRD attended the University of Wyoming job fair in February. We distributed information to over 300 students interested in applying for state jobs and Internships.

A&I HRD will be attending:

April 15th JUST IN TIME JOB FAIR 3:00-6:00pm in Laramie at the Rochelle Gateway Center 222 South 2nd Street (*across from Hilton Garden Inn*) in Laramie

April 22 Career Month in partnership with LCCC 10 -12 for Veterans' only and 1 - 4 for the community.

For information on attending or sending information to job fairs, contact Marlene Dunn 777-6726

Welcome Spring!
